

PAY DIFFERENTIAL 154
RECRUITMENT AND RETENTION DIFFERENTIAL PAY - EXCLUDED EMPLOYEES

Established: 07/01/84

Revised: 01/01/00, 07/01/00, 08/31/00, 01/01/01, 07/01/01; 08/17/01, 10/01/01, 03/02/04, 05/01/02,
 07/01/02, 01/01/03, 03/01/04, 07/01/04, 09/01/04, 01/01/05, 12/01/05, 02/01/06, 02/24/06, 03/02/06,
 07/01/06, 10/01/06, 09/01/06, 01/01/07, 03/01/07, 04/01/07, 07/01/07, 01/01/08, 07/01/21, 09/01/25

CLASS TITLE	CLASS CODE	CB/ID	PER PAY PERIOD	EARNINGS ID	EFFEC. DATE	CRITERIA	DEPT
Nurse Surveyor Supervisor I	8051	S17	\$200	8K	01/01/03	1	W
Nurse Surveyor Supervisor II	8050	S17	\$200	8K	7/1/2021	1	W
Nurse Surveyor Manager	7993	S17	\$200	8K	7/1/2021	1	W
Senior Psychiatrist, CF (Supervisor)	9271	S16	\$2700	8K35	07/01/01 01/01/00 01/01/03 01/01/00	1	V A, AD, AC H
Nurse Consultant III (Supervisor)	8179	S17	\$300	8K54	01/01/03	1	W*
Nurse Evaluator III, Health Services	8145		\$200	8K	01/01/03	1	W
Nurse Evaluator IV, Health Services	8149		\$100	8K76	01/01/03	1	W
Psychiatric Nursing Education Director	8155		\$300	8K54	01/01/03	1	I
Supervising Registered Nurse	8161		\$450	8K75	01/01/03	1	W*
Supervising Registered Nurse II, CF	9318	S17	\$400	8K2	01/01/03	1	G
Supervising Registered Nurse III, CF	9319		\$400	8K2	01/01/03	1	G
Supervising Psychiatric Social Worker I, Correctional Facility	9291	S19	\$600	8K15	10/01/01	1	AJ
CEA III (Assistant Warden, Psychiatric Services, CMC)	7500	M01	\$200	8K	07/01/84 01/01/94	1	A G
Chief of Protective Services and Security	1934	M07	\$500	8K39	01/01/00	1	I

* Employees in the Department of Corrections and Rehabilitation, Health Care Services Division and Adult Institutions; the Division of Juvenile Justice; and Departments of Mental Health, Developmental Services, and Veterans Affairs, are not eligible for compensation under this differential.

SECTION 14:**PAY DIFFERENTIALS**

CLASS TITLE	CLASS CODE	CB/ID	PER PAY PERIOD	EARNINGS ID	EFFEC. DATE	CRITERIA	DEPT
Chief Medical Officer, Correctional Facility	7547	M16	\$200 \$2700	8K 8K35	01/01/94 07/01/02	1 2	G X
Chief Physician and Surgeon (Correctional Facility)	9267		\$200	8K	03/02/06	1	I
Chief Psychiatrist, CF**	7612		\$2700 \$3950	8K35 8K52	01/01/00 07/01/01 12/02/98 01/01/00	1	A V G H
Office of Program Review Consultant (Medical) State Hospitals	7606		\$200	8K	01/01/95 09/01/04	1	J, K, L, AF

** Prior to 01/01/00 Department of Corrections and Rehabilitation, all institutions rate was \$1000, effective 12/02/98, and Department of Corrections and Rehabilitation, Pelican Bay rate was \$1250, effective 12/01/95.

DEPARTMENT	
A	Department of Corrections and Rehabilitation, All Institutions
B	Department of Corrections and Rehabilitation, California Medical Facility – Abolished 04/16/15
C	Department of Corrections and Rehabilitation, California Men’s Colony – Abolished 04/16/15
D	Abolished 03/01/07
E	Abolished 03/01/07
F	Abolished 03/01/07
G	Department of Corrections and Rehabilitation, Parole Outpatient Clinics
H	Department of Correction and Rehabilitation, Pelican Bay
I	Department of Mental Health, All Hospitals, unless class receives an existing, higher recruitment and retention rate.
J	Department of Mental Health, Atascadero
K	Department of Mental Health, Napa
L	Department of Mental Health, Patton
M	Abolished
N	Abolished 01/01/08
O	Abolished 03/01/07
P	Department of the Youth Authority, Headquarters – Abolished 04/16/15
Q	Abolished 03/01/07
R	Abolished 01/01/08
S	N/A
T	Department of Mental Health, Metropolitan State Hospital – Abolished 04/16/15
U	Department of Corrections and Rehabilitation, Division of Juvenile Justice All Locations
V	Department of Corrections and Rehabilitation, Division of Juvenile Justice All Locations
W	All departments/locations unless class receives an existing higher recruitment and retention rate. (Except Department of Corrections and Rehabilitation; and Departments of Mental Health, Developmental Services, and Veterans Affairs)
X	Department of Corrections and Rehabilitation, Correctional Training Facility (one incumbent only)
Y	N/A
Z	Abolished 01/01/08
AA	N/A
AB	Abolished 01/01/08
AC	Department of Corrections and Rehabilitation, Correctional Training Facility
AD	Department of Corrections and Rehabilitation, Salinas Valley State Prison

SECTION 14:**PAY DIFFERENTIALS**

AE	Abolished 03/01/07
AF	Department of Mental Health - Coalinga State Hospital
AG	Abolished 03/01/07
AH	Abolished 03/01/07
AI	Abolished 03/01/07
AJ	Department of Corrections and Rehabilitation, Division of Adult Institutions – Female Offender Programs and Services

CRITERIA	
1.	Employees in the above classes and employed in the above locations shall receive the differential.
2.	Incumbent only; MUST BE APPROVED BY California Department of Human Resources; incumbent must have a valid certificate in psychiatry issued by the American Board of Psychiatry and Neurology or the American Osteopathic Board of Neurology and Psychiatry <u>and</u> carry a psychiatric caseload at the institution.
Note: If an employee's CBID differs from the pay scale for an otherwise eligible class, the employee is eligible for the pay differential.	

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED IF PAID LESS THAN A FULL PAY PERIOD	Yes
PRO RATED FOR PART-TIME AND INTERMITTENT EMPLOYEES	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	
CLASSIC	Yes
PEPRA	Yes
IF SUBJECT TO PERS DEDUCTIONS	
CATEGORY	Special Assignment Pay (SAP)
TYPE	Branch Assignment Premium (BAP)

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No/Yes (FLSA)
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION/SICK/EXTRA	Yes

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.

PEPRA MEMBERSHIP:

Applicable to all employees newly hired on or after January 1, 2013, pursuant to Government Code sections 7522.02, 7522.04, and 7522.34.